The Relationship between Foreign Workers' Perception of Discrimination and Emotional Coping Strategies: The Mediating E

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ABSTRACT

This research was to investigate the influence of perceived discrimination, national culture, and gender difference on foreign workers' negative affect-state and coping. This study distributed 700 copies of questionnaire respectively to Philippines labors and Thailand labors, and received 230 and 480 valid returns, respectively. The results indicated negative affect-state mediated the relationship between the moderating effect of perceived discrimination and national culture and coping. Negative affect-state also mediated the relationship between the moderating effect of perceived discrimination and gender difference and coping. Implication for both academic research and management practice are discussed.

Keywords : perceived discrimination, negative affect-state, national culture, coping

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